XO/CO Fleet Up Board Movement

Aug 2009

Executive Summary

NAVY PERSONNEL COMMAND
Bureau of Naval Personnel

The current XO/CO Fleet Up board resides in April, where the XO Board was under the traditional career path. During the transition years, two boards were held annually to keep them separate. The ultimate timing for the XO/CO Fleet Up board was an out-years decision.

Shifting the XO/CO Fleet Up board eight months to the right affords Officers who experience timing delays due to zone shifts, NUC pipeline training, PRE-COM, LIMDU, etc. an opportunity to complete their Department Head tours.

Moving the XO/CO Fleet Up board to the right affords eligible Officers the opportunity to have an additional 31 October FITREP before the board for their first look for Command.

With the XO/CO Fleet Up board occurring eight months later, Officers will have additional time to complete their JPME Phase I requirements prior to their first look for Command.

Implementation Plan

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- **Move the XO/CO Fleet Up Board 8 months to the right from April to December**
- **The board shift will be completed in a phased approach**
  - **YG ’97 (PYG-07 to LCDR) receives 2nd look in April ’10**
    - **Preserves the standard of 12 months between looks for Command**
    - **Allows the Community to select XO’s Afloat/Special Mission for FY ‘10/’11 Fleet Up transition requirements**
  - **YG ’98 (PYG-08 to LCDR) receives 1st look in December ’10 and 2nd look in December ’11**
  - **YG ’99 (PYG-09) and junior receive 1st look in December two years after promotion to O-4 and 2nd look the following December**

Year Group	1st Look	2nd Look
PYG-09	Dec ’11	Dec ’12
PYG-10	Dec ’12	Dec ’13

Implementation Plan

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Current

2009		2010	2011
Apr (XO/CO)	**Dec (Legacy)**	**Apr (XO/CO)**	**Apr (XO/CO)**
PYG 06 (2nd)	PYG 04 (3rd)	PYG 07 (2nd)	PYG 08 (2nd)
PYG 07 (1ST)		PYG 08 (1ST)	PYG 09 (1ST)

Future - Phased Shift to December

2010	2011		2012
Apr (XO/CO)	**Dec (XO/CO)**	**Dec (XO/CO)**	**Dec (XO/CO)**
PYG 07 (2nd)	PYG 08 (1ST)	PYG 08 (2nd)	PYG 09 (2nd)
		PYG 09 (1ST)	PYG 10 (1ST)

Splitting the XO/CO Fleet-Up Board in 2010 allows the community to select XO's and XO-SM to meet transition demands while setting the stage